

News

Connection

A monthly newsletter for DSHS staff and friends

1999 Outstanding Employees



During the month of June, 57 DSHS employees were honored for their outstanding performances over the past year. Seven of those winners were also honored for their vision in working with culturally-diverse communities. Fifteen teams were honored for their achievements. This edition is dedicated to their commitment to help people achieve safe, self sufficient, healthy and secure lives.

Team Awards



"Breakfast With Kids" Parenting Group, Goldendale DCFS

Team members: Nancy Allen. (Not pictured: Rene Christensen and Anna Facio)

The result of this team effort is the very successful "Breakfast With Kids" program that is now in its

second year at the Goldendale Elementary School. Rene, Nancy and Anna have fully shared the weekly sessions. They handle all the creative thinking, content preparation, shopping for supplies and then put on the classes each week. Some of the topics include nutrition, physical activity, reading with your kids, and how to teach a child to learn. Parents constantly gave feedback on their positive experiences with their children as a result of this program. With the help of this team, the goals of improving DCFS relationships with the school and the community are being reached.



The Colfax CSO Team

Team members: (from left) Mai Yang, Peggy Rodgers, Tonia Robbins, Nancy Langfield, Tammie Rounds, (Anne Scott, administrator), Sherrie Davidson, Jane Roberts, and Suzanne Peringer. (Not pictured: Renee Berarducci)

The staff efforts to achieve WorkFirst participation rate, caseload reductions, job entries and child support collection were outstanding. Last October at the WorkFirst Conference, they received the \$12,000 High Performance Bonus Award for their efforts. This office team is comprised of competent, caring professionals who day in, day out provide quality services to the people of Whitman County.



End of Sentence Review Committee Team

Team members: Mark Allen, Corrine Mason, Caroline Ford, Elyse May, Chris Coleman and Carolyn Anderson. (Not pictured: Mary Anne Harrington)

The six members of this team are part of a committee that was established by statute with the passage of the Community Protection Act of 1990. Its purpose is to assess the risk potential of sex offenders releasing from DOC and DSHS custody and assign risk levels for community notification purposes. During 1999, team members were active partners with Department of Corrections Community Protection Unit staff in several significant endeavors. Although the Department of Corrections has the responsibility to staff and convene the committee, the DSHS team constantly seeks to improve the functioning of the committee, providing constructive suggestions and active leadership to accomplish what needs to be done. They work together to ensure there is good DSHS representation and understanding of the department's mission, programs, and services, as well as clinical/treatment issues related to mentally ill, developmentally disabled, and juvenile offenders.



Colfax DCFS Team

Team members: (from left) (Secretary Lyle Quasim), Barb Andrus, Sharon Heck, Corrie Tollett, Donna Pate, Maria Mirkovich, Kay Turner, Joan Rhoades, and Amy Delk, (Deputy Secretary Reed).

This team provides children service program coverage to a rural county. They have put the client's needs at the forefront to provide consistency, stability and support. Community agencies have given very positive feedback about the unity they observe in working with this team. This team is putting into practice the essence of the mission of Children and Family Services. With the help of this team, the goals of improving DCFS relationships with the school and the community are being reached.



First Steps, Pregnancy to Employment, Family Planning Team, Spokane E. CSO

Team members: (from left) (Secretary Quasim) Karen Kane and Hope Parra-Esperanza (Deputy Secretary Reed).

This team manages the services for pregnant women including First Steps services, in-home assessments, and family planning. Another facet of their efforts includes the Teen Living Assessments for pregnant or parenting teens not living with parents. Hope and Karen coordinate their efforts with all the community resources available to them to ensure that the best service is provided for their clients. These two women make a remarkable and dedicated team.



Everett CSO Limited English Proficiency Unit

Team members: Myrna Hoyle, Jim Fulton, Roxana Boroujerdi, George Sell, Barbara Peebles, Danel Mitchell, Tina Tran, Beatriz Johnson, Vu Hoang, Nataliya Bologova.

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The News Connection

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Team Awards *(continued from Page 1)*

This unit has demonstrated special creativity in service delivery and has achieved extraordinary results. The caseload in this unit is assigned by primary language of the client. Each worker determines initial eligibility, case management and financial maintenance for all LEP and American Sign Language households. The unit meets regularly with the entire staff of the Refugee Forum, the ESL teachers at the community college and Employment Security to best serve every family quickly and effectively.



HCS Regional Food Stamp Program Managers Team
Team members: (from left, back row) Patricia Morrison, Juanita Kolashinski, Dan Lengyel and Sande Nielson. (front row) Sandy Lail and Pam Lambeth. (Not pictured: David Armes)

This team was formed to implement the Home and Community Services 1999 Food Stamp Payment Accuracy Initiative in their respective regions. Because of their leadership, hard work and dedication, HCS was able to reduce their food stamp error rate from 13.99 percent in 1998 to an unbelievable 0 percent in 1999. This team worked incredibly long hours and traveled incredible distances to ensure that their project was successful. Their dedication to the goal of reducing the HCS food stamp error rate was inspirational.



Marketing and Morale (MNM) Committee, Spokane SW CSO
Team members: (from left) Tess Wissink, Sonja Dearnore, Sue Madsen, John Martin, Teresa Hathaway, and Kristen Riley. (Not pictured: Leslie Stickel and Colleen Toliver)

This team developed as part of the WorkFirst effort. It includes not only staff, but program participants, area employers and community partners all working to improve and enhance people's lives. Their efforts have included employer/third party fairs, open houses, improving the appearance of the building, retirement parties, employee and management recognition events, and an annual cubicle clean up festival. This committee has brought sparkle and a lift to life in a hard working environment.

The Outstanding Team Awards honor the best examples of team efforts that contribute to the fulfillment of the DSHS mission, beliefs and intentions. A team can be an existing work unit, a group of people who come together spontaneously, a group assigned to a specific task, or a group that works together toward a common goal. A team may be cross-functional or cross-divisional.



Olympia Nursing Child Assessment Satellite Training (NCAT) Team, DCFS
Team members: Karen Holt, Deb Santella, April Potts, Joany Babcock, Bonnie Ketchum, Jeff Monnett, Michael Luque, Lucy Evankovich, Greg Twiddy, Staci Miller, Kim Mower, Yvette Robertson, Sandy Hart.

This team's vision also went beyond. For this reason, the 1999 Region 6 Selection Committee chose to add the Vision award to a team this year. The Olympia NCAT Team or Nursing Child Assessment Satellite Training Team is the first group of social workers in Washington to seek certification of this model of child assessment feeding and teaching scales program. This model allows the social workers to continue practicing their family centered approaches, maintaining a strength-based problem solving philosophy, and enables them to have measurable progress with the families and children. This model is parent friendly and measures developmental growth, which has been a missing part of the DCFS assessment process. This team has given their energies to complete a 100+ hour course and helped ensure that DCFS clients' and parents' needs will be met in a more holistic manner.



Region 4 JRA Mentor Program Team
Team members: Roland Akers, Hazel Cameron, Michelle Kaiser, David Lee.

The JRA Mentor Program staff has provided outstanding services to youths on parole in Region 4. For the past four years, this team has recruited, trained and matched mentors to incarcerated youths three to five months prior to their release to parole. As a result, over 100 youths have had the opportunity to have a mentor for a period of one to three years. This program has received local and national attention because of the number of mentors that have been recruited and retained. Mentors come from the diverse communities into which these youths will be paroled.



Region 6 Training Staff, Region 6 Community Services Division Team
Team members: (from left) Mary Wood and Jane Seidel.

Jane and Mary are creative and professional women who decided that basic training needed to be changed. Their design reduced the complexity of the programs by reducing the training modules to smaller pieces so training could be delivered in a variety of ways. This team actively participated in the Region 6 Clean Sweep efforts from January through March. This meant that these two staff spent weeks away from their families when assigned to the Clean Sweep CSOs. Using quality principles, the team developed three Prospective Budgeting Training packages. Jane and Mary should be commended in their work ethics, knowledge, productivity, abilities, friendliness, compassion, helpfulness, and "can do" attitude.



The Gathering, Bremerton DCFS
Team Members: Bill Cote, Tricha Devoreaux, Gordon Shears, Kayt Sunderlin, Pattie Vosburgh, Judy Willott, Nancy Taft, Cheryl Miller, Hildegard Stone, Diane Waddington, Debra Hall, Barbara Gutter, Sherie Shoopman.

This team is being honored as a team with vision as well as being outstanding. They were convened to deal with the lack of placement resources for Indian children and to broaden the relationship between the Tribes and the agency. They decided to do a Gathering, which took place over two days with a Welcoming Breakfast and a follow-up foster parent training. They worked together in a unique fashion and once goals were established together, each member carried out the plans that had been set forth in the goal. The effort engaged individuals from all ethnic and cultural backgrounds working together to support families.



Tri Cities After Hours Team
Team members: Nora Benavidez, April Galsbad, Jackie Lambert, Bev Lockard, LeVon Silver, Stephen Smith, Liesl Uskoski.

This team was recognized for their dedication and hard work. They are a valuable part of Children's Administration and are respected by their peers and management. They are always ready to respond and to take whatever assignment is waiting for them without complaint. They work diligently to improve services to families in our community.



Working Connections Child Care Team, Spokane SW CSO
Team members: (from left) Francie Stoll, Betsy Hathaway, LaDonna Winters, and Kristen Riley.

This team provides consistent, quality services to their clients. They work with very heavy caseloads and a sometimes-difficult population. Their ability to work smoothly together allows them to be highly organized and able to treat everyone with respect.

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1999 Outstanding Employees

Individual Awards This year 50 employees were honored for their outstanding performances that are "Making a Difference" for our clients across the state. Over the past 18 years, the Outstanding Employee program has been honoring employees whose hard work, dedication, and spirit move us closer to our mission to improve the quality of life for persons and families in need.



Terrance Allen
Physician 3
Eastern State Hospital
Medical Lake
Terrance was nominated for his supportive empathy and compassion in dealing with grieving families of terminal patients. He is noted to be personable, respectful of others and approachable by patients, families and ESH staff.

Beverly Ames
Fiscal Tech
Okanogan CSO

Beverly is very meticulous in her accounting and job responsibilities. She is always willing to adapt to change, take on new duties, be a member of a team, and provide support to fellow workers.



Gordon Anderson
Attendant Counselor 3
Lakeland Village
Medical Lake
Gordon is responsible for obtaining used computers, putting them into the resident's cottages, and providing different computer programs for client use. His efforts resulted in enhancing the lives of residents and LVA funding full site license for all 10 Judy Lynn programs.



Laura (Laurie) Arnold
Social Worker 2
Tri-County CSO
Colville
Laurie is aggressive and conscientious in her referrals for cases to be processed from state benefits to federal benefits. She was instrumental in developing a telecommunication system with Social Security to allow SSI clients the opportunity to more quickly and efficiently apply for their benefits.



Dianne Baum
Program Manager
Quality Utilization Section
Medical Assistance Administration
Dianne's continuous organizational skills, self assurance, outstanding communication and leadership qualities are an invaluable asset to DSHS and the people we serve. Her enthusiasm for accepting new challenges, commitment to the highest standards and quality of work are even more important to Medical Assistance Administration in these constantly changing times. Dianne's diverse knowledge and expertise in problem solving enables her to support the DSHS mission to work with all external partners to promote the fair distribution and use of resources for quality social and health services.

Marie Bellotti
Social Worker 2
Community Services Division Belltown CSO
Marie is an exemplary state employee. She is highly respected in the greater downtown Seattle service community, and is frequently consulted by members of the community for her expertise in the handling of severely disabled adults, and for her knowledge of the DSHS system and services. This past year she mentored and trained two new staff that had never done incapacity work before; she did a wonderful job representing the social workers on the Belltown Reception Quality Improvement Team and she continued her liaison activities with the ADATSA program, often communicating complicated program information to her coworkers.



Scott Best
Registered Nurse 2
Maple Lane School
Throughout the workday Scott demonstrates a very positive attitude and an excellent sense of humor. He takes time to listen to residents and to staff. In addition to his assigned duties, Scott also made time to design a computer program for Maple Lane's clinic. He has generated three professional quality databases. The mandatory training database is such a helpful tool that JRA has requested permission from Scott to use the database for all JRA employees. Scott has begun setting up databases at Green Hill and Echo Glen. To date, Scott's work has saved Maple Lane and JRA tens of thousands of dollars in programming fees and in staff time.



Mary Lou Blocker
Office Assistant Senior
Division of Alcohol and Substance Abuse
Mary Lou is described as the "gatekeeper" for the Division of Alcohol & Substance Abuse. She is often the first person customers and professional colleagues meet while calling or stopping by the office. Her warm upbeat attitude and professional greeting style is always appreciated and often commented on by customers, colleagues and fellow staff members. Mary Lou is a friend and mentor to interns and volunteers. The youth respect her and look to her for guidance and friendship.



Ann Brewer
Office Assistant Senior
Olympia CSO
What Ann accomplishes with quiet efficiency is the subtle removal of impediments on the pathway to excellence for all her coworkers. Ann displays remarkable insight and sensitivity, and she is able to anticipate the need and address it seemingly before the request has been framed. In addition to her job duties, Ann makes herself available to assist the Human Resource Consultant, the staff at the reception counter, the switchboard operator, the file clerks and even parents struggling with an unruly child during an interview. Ann exemplifies the "can do" spirit. Everyone who works with Ann benefits from her warmth, her energy, and her devotion to doing the job right.



MaryAnn Busch
Social Worker 2
North Spokane CSO
MaryAnn is very dedicated and committed to her work with General Assistance-Unemployable (GAU) clients. This population can be very challenging to assist. She is very knowledgeable regarding community resources that allow her clients to improve their lives.



Claudia Butler
Fair Hearing Coordinator
North Spokane CSO
Claudia sets the example for how to represent the department in fair hearings due to her organized and professional manner. She assisted in piloting a new automated system for tracking Fair Hearings cases. This system has since been delivered to the entire state.



Maria Campbell
DD Case/Resource Manager
Division of Developmental Disabilities, Region 4
Maria is a very honest, outspoken person who consistently works long and hard to advocate for her clients in order to ensure

that they receive the services to which they are entitled in a dignified, respectful way. She has also helped to organize bowling leagues, crafts fairs, camping excursions and barbecues for many of her clients. Whenever there is a problem or a crisis in any of the homes for which the Adult Family Home Team has responsibility, Maria is always the first to volunteer to help.



Louise Chadez
Social Worker 3
Home & Community Services, Spokane
Louise has an extensive background in the mental health system and is a certified chemical dependency counselor. Louise shares her valuable expertise in daily consultations as well as in-service presentations that she conducts in her office. Her "no-nonsense" attitude, acting in accordance with team concepts and co-worker support, has made her a valuable addition to the staff.



Ken Cooper
Adult Training Supervisor 3
Lakeland Village
Medical Lake
Ken's main job is to teach clients to work independently. He accomplishes this by learning new teaching skills, keeping abreast of new types of equipment and improving methods to keep production high. He does his job well, is open to others and provides active treatment to those that attend the woodshop at Lakeland Village.



Kevin Cornell
Financial Svc. Specialist 4
Stevenson CSO
Kevin has shown exemplary professionalism when faced with continuing challenging situations. Kevin was asked to work in our primary office in Orchards to help out with "Operation Clean Sweep" which was an intensive audit of all food stamp cases. He accepted this assignment and spent three months in Orchards completing this task. When Kevin came back to Stevensen, he was faced with helping clean up the extra work that wasn't done while he was gone. Kevin faced all of the changes of the last year with his calm, competent professional attitude while still maintaining his sense of humor. He has met the challenge of getting the work done, training new workers, covering in the absence of the administrator and still is able to provide excellent client service.



Janelle DeCoteau
Social Worker 3, Family Group Conference Coordinator
Division of Children and Family Services, Region 4
With the unanimous support of the Child Welfare and Child Protection Services social workers and supervisors from the Native American Unit, Janelle DeCoteau has been selected to receive the Region 4 Department of Social and Health Services Vision Award (Regional level). Janelle has played an important role as the Native American unit's "vision keeper." Through her remarkable talents of engaging others in this worthy mission, inspiring high standards of social work practice, and sharing the healing "medicines" of the Native American culture within her own practice, Janelle has made an impact that has reached all who have contact with her.



Richard Duncan
Case Resource Manager
Division of Developmental Disabilities, Tacoma
Richard was honored for his thoroughness and care in each referral to the Medically Intensive Home Care Program. He sets the standard for excellence across the state. He was able to offer his families many more hours of support at a reduced cost to the state by using the Medicaid Personal Care program for some of the children's needs.



Diane Engkvist
Child Care Social Worker
Port Angeles CSO
Diane is also the Secretary of the Northern Olympic Volunteer Association (NOVA) an organization of Port Angeles CSO staff who volunteer their time to raise funds to help clients in ways that regular DSHS services do not cover. Her very active involvement with NOVA exemplifies her outstanding dedication and commitment to helping people in need. Diane has worked so hard, incorporated so many changes, and stayed so cheerful throughout 1999. Her caseload is constantly increasing, yet she has maintained her usual professional high quality of work. The child care providers draw on Diane's expertise and problem solving skills. Diane continually reinforces the professionalism of the child care community for DSHS.



Margaret Files
Social Worker
DCFS, Vancouver
In 1998, Margaret was transferred to the CPS Ongoing Unit and is the social worker with the Links Neglect Project. Margaret works tirelessly in serving families involved in the project. She provides these children and families with hope, compassion, respect, and the belief in change. She provides the child, who is scared and shy, a gentle voice and uninterrupted attention. They see Margaret as a friend, someone who has their best interest at heart; someone who cares and accepts them as they are, but reminds them they can change and hope and dream. Margaret's vision, energy, commitment, compassion, encouragement, deep care and strong belief in the work for change touch the lives of her clients and her peers.



Patti Fischer
Financial Svc. Specialist 4
Clarkston CSO
Patti's work consistently demonstrates individual achievement and a desire for quality improvement. She provides a valuable service to the agency and the clients she serves. One of her most outstanding qualities is her knowledge of agency programs and how to best use them to aid clients and co-workers.



Timm Fredrickson, Ph.D.
Psychologist
Eastern State Hospital
Medical Lake
Timm's ability to testify in court concerning very difficult cases has resulted in letters from the judicial system thanking the hospital for his expertise. Using his time on weekends and evenings to make sure unit demands are completed demonstrates his dedication to his work. His knowledge was used to project numbers, figures, stats and percentages for the Mental Health Division to be presented to the Legislature.



Deb Gall
*DD Case/Resource Manager
Family Support
Opportunities Coordinator
Special Projects Team
Division of Developmental
Disabilities*

Deb is an extremely competent, hard working person with excellent people skills. She is patient, caring and conscientious. She brings enthusiasm, excellence and joy to everything that she accomplishes in the course of a day. Deb is one of those rare people who always gives 101 percent to everything she does. As the coordinator of the Family Support Opportunity program for Region 4 DDD, she is always volunteering to go the extra mile to ensure that families receive the services that they qualify for, need and deserve.



Laura Hurtado-Webb
*Social Worker 5
DCFS Olympia*

Laura has been presented with many changes this year and has met each change with grace, professionalism, and energy. Currently, Laura is working with law enforcement on many changes that affect the way CPS social workers practice. Two of these changes are the sexual abuse interviewing and the proposed Child Advocacy Center. Laura's ability to network and collaborate with these agencies has clearly been instrumental in improving our social work practices. Laura is able to supervise and mentor in a way that is not judgmental or critical. She demonstrates an aura of calm in the eye of a storm.



Joni (Joan) Iddins
*Office Assistant Lead
Spokane Home & Community Services*

Numerous staffing changes during the year were made easier with Joni's willingness to train new staff both in her office and outlying areas. She assumed one of the key positions in her office for a short time while doing her regular duties enabling staff transition to flow more smoothly. Service is the middle name in Home and Community offices and Joni practices this daily through her support of clients, their families, and her co-workers.



Karen Kauffman
*Social Worker 2
Spokane East CSO*

With only two days training, Karen presented a new program, Working Connections Child Care, to her fellow staff members with a positive attitude and amazing grasp of the automation process. She also carries a full child care caseload. One of her key assets is her patience and ability to answer the same questions over and over with enthusiasm for the topic. She also makes time to help with staff functions promoting good morale and making her work place more fun.



Cheryl Knowles
*Attendant Counselor
Manager, Lakeland Village*

While carrying her normal duties managing staff and clients on one of the cottages, Cheryl has developed a resident drop-in recreational program, "Shawnacees", for evening and weekends. She works hard to ensure her staff understand and provide the services that Lakeland clients are entitled to. She is extremely creative in assisting clients to be as independent as possible even if this means she uses her own personal time.

Ron Kozlowski (deceased)

Social Worker 3
DCFS, Vancouver

This was to have been the year that Ron was to leave the agency for a new life in retirement. Ron, with his white hair and gentle caring manner became a symbol of all that is good about our agency. He had a way of connecting with teens that is rarely matched. It never mattered who the children were or what they had done; Ron always found something of value in them. He never gave up on a child. The support for these young adults did not stop the day the

child left his caseload. Ron died in early December. He left a big void for those of us who have worked with him.



M. Aileen Kulik
*Social Worker
Home & Community
Services, Yakima*

Aileen was honored because she exemplifies the qualities desired in a leader and manager of professional staff who provide continuous high quality client-oriented services. She serves as a role model and is consistent in maintaining high standards of professionalism and integrity. She has led her staff in developing the fullest array of cost-effective home and community residential services.

Susan Lash

*Financial Specialist 3
Work First Unit*

Community Services Division Kent CSO Susan is a very knowledgeable worker who constantly demonstrates her ability and willingness to go above and beyond to assist co-workers and clients. Susan is an expert on TANF rules and requirements which makes her an excellent resource for her unit and other co-workers. Susan is also very approachable with a great sense of humor, and she takes a great deal of pride in providing consistent, outstanding service.



Karri Jo Livingston
*Regional Supervisor
Office of Child Care Policy/
Licensing Division
Yakima*

Karri Jo was honored because she is always looking to the future with ways to enable us to do a better job of licensing child care as a unit. She is a strong mentor and role model and has a keen ability to bring out the best qualities in the staff members she supervises. Her professionalism and positive teamwork techniques help Region 2 OCCP maintain a high reputation for individual and team achievement as well as quality improvement.



John Martin
*Social Worker 2
Spokane SW CSO*

John provides quality facilitation services in assisting clients move off state funded GAU benefits and onto federally funded Social Security benefits. His thorough development of an individual's SSI packet for the hearing process has earned him the respect of several attorneys who represent these clients. As a member of the Marketing and Morale committee, he has been a key player in creating and acting in office skits that have made the most serious staff members laugh.



Barbara McPherson
*Supervisor
Management Svc Division
Children's Administration*

Barbara is the lead staff person for Civil Rights Compliance and Diversity in Children's Administration. Last year Barbara single-handedly put together a statewide videoconference training on the Federal Multi-ethnic Placement Act for all Children's Administration staff. Barbara also worked extremely hard and was the lead organizer of the very well received "Diversity is All of Us" conference for over 400 DSHS staff and others. Thanks to Barbara's initiative, creativity, professionalism and extreme hard work, both of these events were very successful.



John Moore
*Counselor Assistant
JRA, Olympia*

John works very well with clients by helping youth prepare for and find employment, transition into school, and monitoring their treatment obligations. John is known as the person who will discover unknown community resources and happily share this information. He is willing to share his ideas with others while following the

mission, values and goal of the agency. John is a team player as well as a capable, intelligent and professional individual. He is a positive role model not only for our youth and their families, but also a fine example of the quality staff we have working for JRA.



Connie Morales
*Community Worker
Pasco CSO*

Connie was honored because she exemplifies what are probably the most important qualities in the success of our agency—client advocacy and the teamwork necessary to provide the services. She takes the time to find out the client's total needs and then thoroughly investigates what can be done. She is willing to help wherever needed and will take on any amount of "other duties as assigned" with no complaint.



Nicola Morrison
*Office Assistant Senior
Community Services
Division Renton CSO*

Nicola is admired for her interaction with clients and her in depth knowledge of the various duties it takes to run an efficient reception. She is constantly striving to improve the workflow and minimize the time it takes for a client to be seen. Nicola is able to gracefully diffuse hostile clients; many leave thanking her for her time and gentle way. She has a youthful yet mature, enthusiastic, and positive way of dealing with all people around her. Nicola epitomizes what DSHS stands for by her words and actions.



Pat O'Conner
*Social Service Supervisor
North Spokane CSO*

Pat has been instrumental in implementing many changes, such as streamlining the WCCC child care process, contacting CAPA for the pregnancy-to-employment jump start classes and contracting with public health nurses to do assessments for clients with special needs children. Her positive attitude and great sense of humor have added to her value in this office.



Kristi Osborne
*Accountant 2
Frances Haddon Morgan
Center*

Kristi was honored for her immense willingness to pitch in and do whatever needs to be done. Focused on an advocacy role toward client funds, she reached out to staff and explained what was and was not possible in terms of money and the business office, insisting that clients be responsible for their signature as well as their money.



Kathryn Peters
*Social Worker 3
Division of Children &
Family Services
Bellingham*

Topping the list of "DSHS Top 10 Accomplishments of 1999" is DCFS finding adoptive homes for an estimated 1,000 foster children. Kathy, an adoption specialist, is one person responsible for the high standards of adoption practice that led to such an accomplishment. In 1999, she trained 31 prospective adoptive families, using her extensive knowledge, her 30-years plus experience in the field, and local resources to help families successfully parent children with special needs.



Kathy Ramsay
*Social Worker 3
Bremerton DCFS*

Kathy was honored for doing outstanding social work in even the most trying circumstances. She never gives up on her clients, encouraging and helping them to get the assistance they need. She remains committed to them in spite of threats against her and her family and was instrumental in having a \$10 million lawsuit against the state dropped.



Sonya Rosengren
*Office Assistant Senior
Division of Children and
Family Services
King South Office*

Sonya has made herself indispensable to the Enhanced Permanency Planning unit. Her office and technical skills are heads and shoulders above any other clerical person in the office. She has developed a tracking system and worker notification process which is efficient and timely. Sonya is always willing to help out when social workers are having problems with computer software programs. Sonya is the point person in the office for budget tracking and as such keeps very accurate records for our periodic review. Her organizational skills are remarkable and have led her to take on many tasks not in her original job description



Sandra Sigala-Jewell
*Social Worker 4, CPS
Supervisor
Division of Children &
Family Services, Everett*

Sandra is a dynamic and resourceful supervisor who possesses a rare combination of charisma and demanding firmness. She is willing and able to help in both CPS units. She provides guidance and support to those she supervises as well as those she does not. A good example is her willingness to repeatedly stay well beyond office hours to assist social workers in managing their caseloads. She instills confidence in her employees by equipping them with the tools to succeed.



Jill Sinsel-McPherson
*Recreation Specialist,
Selah Yakima Valley
School, DDD*

Jill is always looking to improve the quality of services provided to the people living at Yakima Valley School. She consistently demonstrates dignity and respect toward all the people she serves and works with and was instrumental in bringing together a group of community members to create recreational services for people in the community lacking these opportunities.



Stacy Skoog
*WorkFirst Case Manager
Puyallup Valley CSO*

Stacy was honored for her work which is always of the highest quality. Her food stamp accuracy rate is 99.5 percent. The Quality Improvement Team identified her as a role model for providing good phone service and incorporated these practices when they developed their solutions. Her coworkers feel she is inspiring, professional and positive, and a joy to work with.



Alexis Stevens
*Fiscal Technician
Community Services
Division Region 4 Office*

Alexis is the main stay and backbone of the Regional fiscal office. She is hard working, diligent and able to maintain a large volume of vendor payments that are consistently correct and on time. Alexis is held in great regard by all staff at the Region. One of the areas where Alexis really shines is in her work and relationships with Region 4 contractors. She has established such a good rapport with them that they feel free to come in or call whenever they need assistance or help in solving a problem. When a long-standing practice in the accounting department was questioned, she worked with the state office in developing a positive change to the process that was shared with offices throughout the region.



Tracy Strong
COTA, Eastern State Hospital, Medical Lake
Tracy is consistently enthusiastic, cheerful, committed to excellence in treatment and a willing, able team member. A high degree of competence, standard of ethics, and leadership ability only add to the value she gives to ESH.



Linda Thomas
Social Worker 3 Tacoma DCFS
Linda was honored for her vision which led to the development of the court liaison position to improve our system's responsiveness to families. She also developed a protocol for mothers giving birth to children while involuntarily committed for treatment. Her greatest strength is her ability to work with diverse populations, treating everyone with the same respect.



Dean Tonseth
Case/Resource Supervisor Division of Developmental Disabilities, Yakima
Dean was honored for doing an excellent job of getting the Children's Voluntary Placement Program up and running smoothly. He has worked cooperatively with DCFS, the Foster Parent association and various private agencies in giving the program credibility. He also supervises the DDD Community Nursing Program, a pilot project that has now gained permanency status.



Robert Van Putten, MD
Psychiatrist Western State Hospital
Dr. Van Putten was honored for his natural leadership ability. He consistently encourages members of his treatment team to look at creative ways to network with community supports. His personal client advocacy demonstrates a testimony to his delightful individualism and his role modeling brings out the best in his co-workers.



Tammy Winegar
Developmental Disabilities Administrator Selah Yakima Valley School, DDD
Tammy received honors for taking the initiative to encourage teamwork to improve the quality of services to the people who reside at Yakima Valley School. She is respectful of the needs of the people who live here and is always ensuring they receive the best services. She demonstrates a professional demeanor and displays a positive approach to any situation.



Judith Wirth
Family Group Conference Coordinator Children's Administration Everett
Judith can be credited with single-handedly initiating the family group conference model in Region 3, developing it into a regionwide program, and supporting the four family group conference coordinators who have been working throughout the region in the last year. She has worked hard on cases where most of the professionals involved believed there would be no progress in finding permanency, or there were no known family members available or suitable – and found relative placements. She has provided support, advocacy and commitment to these children.

Vision Awards

Making A Difference 1999

Outstanding Employees

Each year the Vision Awards further recognize outstanding performance that leads to strengthening the working relationship between the department and culturally-diverse communities. Seven employees were honored for their contributions to increased communication and awareness of the department's commitment towards diverse workforce communities. The Vision Award is only presented at the regional and state levels to employees who have first been selected as outstanding employees.



Shirley Aragon
Program Manager Indian Policy and Support Services Region 3
Shirley's efforts were instrumental in the establishment of the Regional/Tribal Coordinating Council (RTCC). She brought together the Regional/Tribal Coordinating Council and Tribal governments to work collaboratively in partnership as a team. The RTCC meets quarterly to work out solutions at the regional level. It was Shirley's quiet, consistent, persuasive and efficient style that brought the vision to reality. She has the ability to cross cultural barriers to make things happen for the benefit of Indian families.



Myrna Hoyle
WorkFirst Supervisor Everett CSO
When the Everett CSO LEP Unit was formed in 1999, Myrna Hoyle volunteered to supervise. Within the unit, GAU, SSI, medical, TANF, food stamps, Refugee Assistance programs are authorized for 30 different language groups. Myrna organized the unit so that all persons speaking a specific language are served by the same person. Her professionalism and unobtrusive but firm leadership have led to considerable improvement of services to the multicultural population in Everett.



Sue Kay
Program Manager Program Operations WorkFirst Division
Sue's contributions to the WorkFirst Program and, in particular her work as Tribal Liaison for the division, have been exemplary. Sue has been an outstanding leader in developing new curriculum for WorkFirst field staff over the past year. She has been diligent in pulling together her staff and field representatives in designing quality material. Sue has been a critical player in the development of policy and program implementation related to tribal issues. She has earned the trust of the tribes and is highly respected for her contributions to the tribal community.



Douglas Kopp
Program Administrator Division of Community of Programs Juvenile Rehabilitation Administration
Doug was a leader in implementing the Community Juvenile Accountability Act, which was passed by the 1997 Legislature. The implementation of this Act was one of the top ten accomplishments of DSHS for 1999. Doug personally worked with each juvenile court to ensure this innovative and demanding approach to juvenile court services was delivered as intended by the program designers. Doug's efforts helped establish a new culture between the juvenile courts and the Juvenile Rehabilitation Administration.



Robert (Bob) Leonard
HIV/AIDS Lead/Youth Program Manager Division of Alcohol and Substance Abuse Olympia
Bob knows the HIV/AIDS issue at the grass roots level and is respectful of the inclusion of the perspectives of the populations directly affected by this issue. Bob took an area that had a lot of taboos and challenges and helped his peers, providers, and the community understand the concept of death with dignity for HIV/AIDS patients. He has been able to accomplish this because he has focused his efforts in helping others understand that patients with HIV/AIDS can benefit from life without chemical dependency, and dignity is the biggest reason for recovery.



Sue Mapes
Vocational Rehabilitation Lead Counselor Division of Vocational Rehabilitation Port Angeles
Sue has worked for DVR since October of 1998. She has worked to improve the working relationships within the local community. Her calm and respectful manner quickly earned the trust of all she worked with. Within six months of being hired, Sue answered a call to work with the Quinault Indian Nation to enhance culturally relevant services

to tribal members. She has enhanced these services as well as relationships with Developmental Disabilities, local schools, and the local northern tribes in the Port Angeles area. Sue traveled to Taholah from her office on a weekly basis for four months to introduce the tribe to VR services. Sue never wavered in her dedication to providing services to tribal members



Katrina Tangedahl
Juvenile Rehabilitation (JRCC) Juvenile Rehabilitation Administration, Port Angeles
Katrina is a parole officer with the Port Angeles office of JRA. She was a pioneer in helping to establish the office in Port Angeles. She has played a key role in helping educate the Clallam/Jefferson county areas about JRA, our goals and our role in the community. In addition, Katrina helped set up and participated in a community outreach program where JRA staff visited other community agencies and Native American tribes in the area. She developed relations with the Makah, Lower Elwha, Jamestown S'klallam, and other Tribal communities in the surrounding area. Katrina helped develop a Day Reporting and Work Crew Program. She also teaches cooking, job search, emancipation skills, and crafts to clients. She is an example of what a parole officer should be.

Diversity Calendar

Each month *The NewsConnection* features special dates provided by the Division of Access and Equal Opportunity. If you have a special date you would like included in the calendar, contact Patte King at KingPI@dshs.wa.gov. Not all dates can be included due to length constraints.

AUGUST

- 2 International Friendship Day
- 6 Hiroshima Day
- 7 National Purple Heart Day
- 9 Nagasaki, Japan: Moment of Silence
- 11 Mohammed's Birthday
- 13 International Left Hander's Day
- 17 Indonesia: Independence Day
- 19 Philippines: Quezon Day
- 26 U.S.: Women's Equality Day
- 25 France: Liberation Day
- 31 Korea: Thanksgiving Day

SEPTEMBER

- HISPANIC HERITAGE MONTH
- 4 Labor Day
 - 6 Jane Addams' Birthday
 - 8 International Literacy Day
 - 12 Ethiopia: New Year
 - 15 Japan: Respect for the Aged Day
 - 16 Mexico: Independence Day
 - 19 International Day of Peace
 - 28 Confucius' Birthday
 - 29 Rosh Hashanah (begins at sundown)

Team Awards (continued from page 2)



WorkFirst Unit - Region 3 Oak Harbor WorkFirst Unit
Team members: Carol Parbs, Karen Allen, Bonnie LaForest, Jan Robb, Karen Hendrickson, Terea Ferraris, Cindy McCloskey.

The WorkFirst Unit realized a critical need to work closely with partners in order to provide the best possible service to mutual customers. They began monthly meetings with case managers, line staff from Employment Security and the Private Industry Council as well as the WorkFirst counselor from Skagit Valley College. To meet the desire of some WorkFirst clients to remain at home with their children, the unit worked with the partners to design and implement a program in which they will be trained by Skagit Valley College to become licensed family child care home providers.



1999 Regional Outstanding Employees, Teams, and Visions Awards

Region 1
Outstanding Employee
Tom Nest, outstation manager, Division of Developmental Disabilities, Colfax

Region 2
Outstanding Employees
Gene A. Case, information technology systems specialist, Yakima CSD
Kathy Hilbert, secretary, Yakima DCFS
Colleen Padelford, financial services specialist, Grandview CSO
Vicki L. Stone, attendant counseling manager - SOLA, Selah Yakima Valley School, DDD
Vision Award
Jill Sinsel-McPherson, recreation specialist, Selah Yakima Valley School, DDD
Gloria Ponce, financial services specialist, Wapato CSO
Outstanding Teams
HCS Financial and Supervisor Staff Team, Yakima HCS: Harvey Cardwell, Vickie Carter, Sharon K. Compeau, Ramona Fonseca, Rick Iddings, Judi Jeffreys, Linda S. Jones, Esmeralda Luksic, Patricia J. Otteson, Irene Patterson, Maryann Risenhoover, Linda Rowden, Julie Selbo, Diane Storms, Bill Waymire, Peggy Whiteaker.

Office of Child Care Policy, Sunnyside DLR, CA: Lupita Barrios, Hilda Chang, Josie Hernandez, Marta Hernandez, Lorinda Hernandez, Karri Jo Livingston,

Region 3
Outstanding Employees
Teresa Alseth, administrative secretary, Smokey Point CSO
Esther Larson, case manager, Smokey Point CSO
Catherine Robertson, financial service specialist 4, Sky Valley CSO
Ron Thomas, financial service specialist 3, Mount Vernon CSO
Roger Brockman, office trainee, Everett DDD
Harold Williams, security officer 1 Indian Ridge (JRA)
Karen Burnett, acting business manager, JRA
Margarita Rodriguez, secretary senior, Mount Vernon DVR
Patricia Stimpson, lead counselor, Everett DVR
Mary Barton, financial service specialist 3, Bellingham HCS
Mike Isom, social worker 3, Smokey Point HCS
Judith Hart, ERU social worker 3, Everett DCFS
Jan Ingham, social worker, Sky Valley DCFS
Terri Cox, facilities investigator, Everett-DLR

Region 4
Outstanding Employees
Patty Agsalon, lead vocational rehabilitation counselor, Division of Vocational Rehabilitation Kent Office
Alora Allen, supervisor, Support Services, Division of Children and Family Services, King East Office
Daniel Bamidele, WorkFirst case manager, Community Services Division, Rainier CSO
Bruce Barcklow, social worker 4, Division of Children and Family Services, Group Care and Private Agencies Unit
Pat Bloom, financial services specialist 5, Division of Community Services, King Eastside CSO
Michael Bryan, financial services specialist 5, Community Services Division, Burien CSO
Dale Burrows, WorkFirst case manager, Community Service Division, Ballard CSO
Carla Caldwell, human resource assistant, Division of Children and Family Services, Seattle South Office
Linda Cheney, financial services specialist 4, Division of Community Services, King Eastside CSO

Mei Chin, financial services specialist 3 (now social worker 2, Renton CSO), Division of Community Services, King Eastside CSO
Candice Corey, family social worker, Community Service Division, West Seattle CSO
June Dahl, office manager, Division of Community Services, King Eastside CSO
Roni Floch, counselor aide, Division of Vocational Rehabilitation Kent and Renton Offices
Debi Franklin, financial services specialist 3 (now social worker 2), Community Services Division, King Eastside CSO
Bobbie Gray, community resource program manager, Kent CSO
Jerry Gunville, social worker 3, Division of Home and Community Services
Adrianna Haley, financial service specialist 3, Community Service Division, Ballard CSO
Shawn Hartline, financial services specialist 3 (WorkFirst Coordinator), Community Services Division, Burien CSO
Vinni Hobson, information technology systems specialist 4, Community Services Division, King Eastside CSO
Carol Kenion, financial supervisor, Community Services Division, Rainier CSO
Sandra Leistiko, secretary senior, Division of Vocational Rehabilitation
Gordon Merritt, social worker 2, Community Services Division, Ballard CSO
Karen McEwen, financial service specialist 5, Community Services Division, King Eastside CSO
Michelle Nagy, social worker 2, Community Services Division, Kent CSO
Katherine Nguyen, financial service specialist, Community Services Division, Rainier CSO
Lai Nguyen, social worker 2, Community Services Division, Ballard CSO
Mary O'Brien, social worker 4, Community Services Division, Burien CSO
Chris Parkinson, attendant counselor 1, Division of Developmental Disabilities, Fircrest Residential Habilitation Center
Doris Philamalee, accountant 3, Division of Developmental Disabilities, Fircrest Residential Habilitation Center
Lawrence Pitre, financial services specialist 3, Community Services Division, Capitol Hill CSO
Ray Quicksall, office assistant senior, Division of Home and Community Services
Connie Reynolds, financial service specialist 4, Community Services Division, King Eastside CSO
Leo Ribas, financial services specialist 5, Community Services Division, Burien CSO
Michael Richardson, lead vocational rehabilitation counselor, Division of Vocational Rehabilitation Renton Office
Sherry Richmire, financial services specialist 5, Community Services Division, Burien CSO
Shane Riddle, social worker 2 in Family Services, Community Services Division, Kent CSO
Joel Roalkvam, family child care home licensor, Division of Licensed Resources
Maureen Roberts, vocational rehabilitation counselor, Division of Vocational Rehabilitation Kent Office
Jeri Rootjes, financial service specialist 4, Division of Community Services, King Eastside CSO
Don Sanderson, attendant counselor 2, Developmental Disabilities, State Operated Living Alternative
Jerry Sawyer, acting plant manager, Juvenile Rehabilitation Administration, Echo Glen Children's Center
Larry Shelton, financial service specialist, Division of Home and Community Services

Robyn Simon, office support supervisor 2, Community Services Division, Lake City CSO
Ruth Swanson, community resource program manager, Community Services Division, King Eastside CSO
Katrina Trevino, dental assistant, Fircrest Residential Habilitation Center
Shan Wilson, recreation specialist 3, Fircrest Residential Habilitation Center
Marjorie Woodward, facility project manager, Community Services Division, Federal Way CSO
Vision Award
Janelle DeCoteau, social worker 3, Family Group Conference coordinator, Division of Children and Family Services
Outstanding Teams
Kent DCFS Intake: Gene Fomin, Lori Fuller, Marvin Harstad, Wanda Rucker, Tom Soule
CSD Quality Enhancement Committee: Linda Cheney, Wayne Durette, Kathy Fagg, Don Hayes, Shakir Kassamally, Sandy Kercheval, Linda Muije, Mary Nilson, Lisa Pan, Leslie Patten, Beverly Rhodes, Cliff Ruggles, Debbie Stolberg, Darrell Taylor, Christine Wilder
Ballard CSO Child Care Team: Esther Johnston, Erin Maggart, Gordon Merritt, Sue Scott
Burien CSO Reception Team: David Bellamy, Debbie Davenport, Ivan Salaverry, Link Warren
Burien CSO Team Q: Darrell Taylor, Sherry Richmire, Susan Conley, Carolyn Treiber, Connie Harris, Debbie Johnson, Julie Flyckt, Cynthia Kallinen
Renton CSO Refugee Team: Irina Babyan, Yevgeniya Didyk
West Seattle CSO Workfirst Team: Karl Allison, Jan Boccamazzo, Roland Davis, Dennis Gossler, Tomi Lowe, Courtney Mortimer, Nhu-ha Nguyen, Kimtho Siev, Dennis Sikhanthat, Katie Ta, Antoine Tran, Dawna Williams, Mahamud Yusef
Fircrest Cherry Hall Team: Christian Dahl, Karen Henderson, Nancy Iredale, Charanjeet Paul, Theresa Responte
Echo Glen Children's Center Dental Department: Linda Hagedorn, Denise Tiller, Leticia Torres
Division of Licensed Resources Region IV-B Support Staff Team: Ana Le, Jennifer Zheng
Division of Vocational Rehabilitation Choices Workshop Team Facilitators: Mark Johnson, Maureen Roberts
Division of Vocational Rehabilitation Hired Workshop Development Team: Ella Roach, Michelle Vance, Julie Zander
Regional Team with Vision
Juvenile Rehabilitation Administration Region 4 Community Programs Mentor Program Team: Hazel Cameron, Michelle Kaiser, Roland Akers, David Lee

Region 5
Outstanding Employees
Darci Baker, financial service specialist 1, Bremerton CSO
Barbara Baldassari, financial service specialist 3, Pierce North CSO
Nancy Bemis, office assistant lead worker, Bremerton CSO
Rhonda Benson, fiscal technician, Pierce West CSO
Sandi Bethel, financial service specialist 3, Bremerton CSO
Maricar Casal, registered nurse 2, Western State Hospital
Nancy Challman, accredited health records technician, Frances Haddon Morgan Center
Stephanie DeMarco DelCamp, social worker 2, Bremerton CSO
Don Dicks, information technology specialist 5, Western State Hospital
Kevin Fitzgerald, support enforcement officer, Division of Child Support – Tacoma
Clarence Forrester, community counselor, Juvenile Rehabilitation Administration
Michael Harmon, social worker 2, Pierce West CSO
Jeanne Hopkins, recreation therapist, Child Study and

Treatment Center
Ed Hundsnerscher, office support supervisor, Pierce North CSO
Heather Koch, information technology specialist 4, Pierce South CSO
Stephen Laurance, office support supervisor 2, Bremerton CSO
Joel Odimba, social worker 4, Tacoma DCFS
Linda Salazar, registered nurse 4, Western State Hospital
Mike Santi, social worker, Puyallup Valley CSO
Ali Smith, registered nurse 4, Western State Hospital
Margaret Swigert, financial service specialist 5, Bremerton CSO
Sharon Vinzant, deputy administrator, Pierce South CSO
William Voris, chaplain, Western State Hospital
Wanda Walker-Terry, community nurse consultant, Home and Community Services
Pat Yeager, financial service specialist 4, Pierce North CSO
Outstanding Team
Bremerton Division of Licensed Resources, Fred Determan and Fred Gold

Region 6
Outstanding Employees
Brenda Langner, Adult Protective Services social worker 3,HCS, Kelso (also received regional Vision Award)
Susan Sadler, administrative secretary, DCFS, Olympia
Janet Dishon, financial services specialist 4, Shelton CSO
Cara Weston, case resource manager, Olympia DDD
Teri Sue Cloke, office assistant senior, Olympia DCS

Region 7 (HQ)
Outstanding Employees
Mary Lou Percival, financial program manager, Home & Community Services
Ernie Gowen, social and health program manager, Children's Quality Assurance & Training
Timothy Clark, information technology applications specialist, Children's Administration Research
Trudy Flowers, human resource consultant, Employee Services
Vision Winners
Thomas Pennella, contracts program manager, Alcohol & Substance Abuse
Cheryl Colglazier, program administrator, JRA Headquarters
Outstanding Teams
Electronic Benefits Transfer Project Team, Management and Support, Economic Services: Desmond Boucher, Molly Breuer, David Field, Esther Fredson, Mark Hill, Steve McNeil, Gordon Purdy, Renia Neuhauser, Arjean Travis
Child Care Program Improvement & Automation Team, WorkFirst, Economic Services: Shayne Frost, Mary Winkler, Cindy Sutliff, Margarite Mumford, Toby Pacheco, Shelley Ronnfeldt, Judy Vallejo, Terri Kaufman, Estelle Ovadia, Rob St. John, Arlene Trimble, Rick Lee, Minh Bui, Lloyd Gorton, Rachael Langen, Sheri Bruu-DeLeon, Roger Long, Carla Gira, Shirley Stirling, Stephen Anderson, Thanh Ngo, Fran Wilson-Maudsley, Helen Patred, Cheryl Threatt, Yvonne Renz, Eric Palmer, Ed Putman
VOTE Program Team, Alcohol & Substance Abuse: Suzanne Perry, Jeffrey Rodd, Cheryl Jones, Timothy Riley, Janice K. Staroski, Lacy Jones